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AFGHANISTAN WORKFORCE DEVELOPMENT PROGRAM (AWDP)

APRIL 2012 – JUNE 2018

\$50 MILLION

OVERVIEW

The USAID Afghanistan Workforce Development Program (AWDP) complements the development goals of the Afghan and U.S. governments by supporting technical, vocational, and educational training for mid-career/semi-professional Afghans. The program is expected to enhance the skills and employability of 25,000 technically qualified and professionally capable Afghans (25 percent of whom are women) in the private and public sectors.

The program's wider goal is to support a highly qualified, demand-driven labor force in key economic sectors by improving the quality of and access to training in market-driven skills.

CURRENT ACTIVITIES

- **Labor market demand assessment:** Determine the knowledge, skills, and abilities that the private sector needs for mid-career/semi-professional level laborers.
- **Curriculum development or adaptation:** Work with Afghan training providers to design or adapt curricula that meet private sector labor market demands.

- **Competency-based training:** Provide grants to local organizations to train Afghans in skills that are in high demand by businesses.
- **Employment placement services:** Provide pre-employment training, job-placement services, and follow-up services for trainees to help them find jobs
- **AWDP Four-Pillar Model Sustainability and Master Training of Trainers MToT:** Provide training in adult learning methodology and instructional design to private institutes of higher education, selected to receive support to commercialize the AWDP skills training and job placement and promotion models. Instructors who successfully complete the training will receive salary increases and count towards the program's target.
- **Career Counseling Center:** Career counseling is critical for young Afghans seeking employment or a suitable career path. While some private institutes of higher education have recently established career counseling centers (also known as C3 facilities), the heads of these institutions have indicated high interest in career and employment-related services, technical support, tools, and resources to effectively respond to the needs of graduating students and the labor market.

ACCOMPLISHMENTS

- More than 23,000 program participants (36 percent women) employed or promoted with salary increases.
- Completed 84 short-term labor market-driven trainings
- Provided technical and business management skills to nearly 35,000 mid-career and semi-professional employees and job seekers – 36 percent of are women

Date: August 2017
 E-mail: kblaidocinformation@usaid.gov
 Web: <http://www.usaid.gov/afghanistan>